

Addressing the Myths:

Myth: Ex-offenders are only capable of doing manual or repetitive work.

Truth: Ex-offenders represent a cross section of the workforce. Many of them have valuable, in-demand skills and qualifications.

Myth: Ex-offenders are not educated.

Truth: Nearly one in three have graduated from high school and/or college.

Myth: Ex-offenders are unreliable; they arrive late or not at all.

Truth: In general, ex-offenders are as reliable as other workers. Research shows that most employers who hire ex-offenders have positive experiences.

Myth: Once a criminal - always a criminal.

Truth: Ex-offenders cannot prove themselves unless someone gives them a second chance.

Myth: Someone will always have to watch over an ex-offender.

Truth: Ex-offenders are people who have "paid the price" for their crime and most of them want to make a fresh start. Ex-offenders do not require "extra" supervision on the job.

Myth: Other employees will not want to work with them.

Truth: There is no need for employees other than line managers to know of the employee's past. You will be surprised how quickly an ex-offender will fit in, given the opportunity.

Myth: The existence of a criminal conviction is an indication of being untrustworthy.

Truth: Many people assume that ex-offenders have a basic character flaw that is not found in the "normal" population. In the vast majority of cases, these are "normal" people who have made a mistake and are ready to put it behind them.

Myth: Our company policy excludes ex-offenders because of the type of work involved or legal restrictions.

Truth: It is a common misunderstanding that certain professions and certifications bar people with criminal records. In fact, refusal is determined by type of offense not by the existence of an offense.

Myth: Employing an ex-offender will put my other employees at risk.

Truth: 72% of offenders incarcerated in the Missouri Department of Correction were convicted for non-violent offenses.



MISSOURI DEPARTMENT
OF CORRECTIONS
Reentry Unit
PO Box 236
Jefferson City, MO 65102
(573) 526-1664



A telephone call to your local Missouri Career Center will put you in touch with a program representative who can assist you in working out the details.

For additional information about Missouri Division of Workforce Development services, contact a Missouri Career Center near you.

Office locations for Missouri Career Centers and additional information are available by telephone at
1-888-728-JOBS (5627)
or visit our website at

www.ded.mo.gov/wfd

or

www.greathires.org

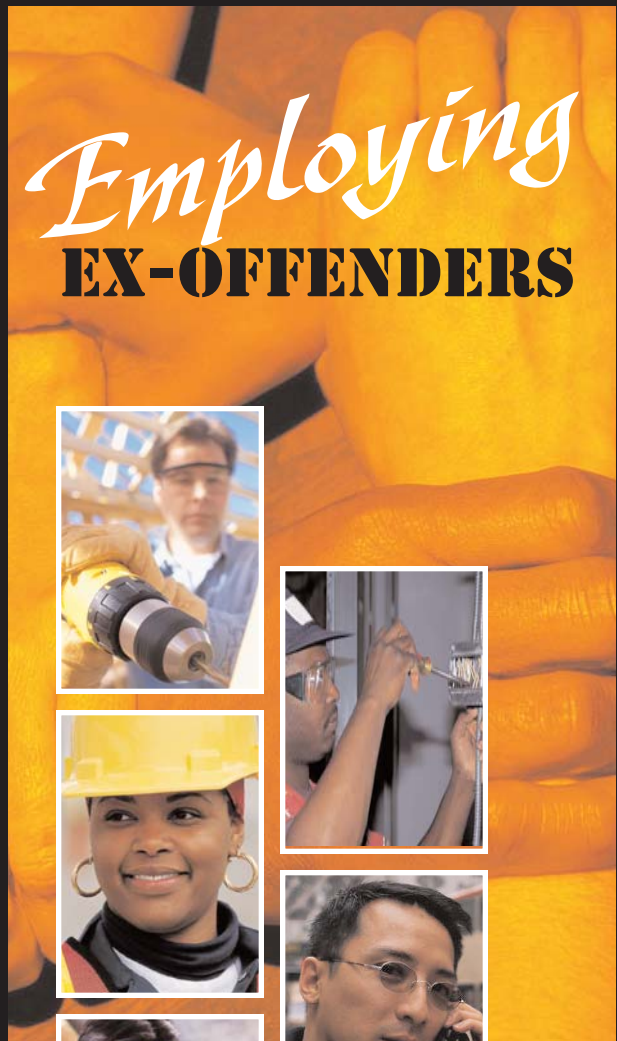


RELAY MISSOURI SERVICE

Voice User Calling a Hearing/Speech Impaired User: **1-800-735-2466**

Hearing/Speech Impaired User Calling a Voice User: **1-800-735-2966**

DWD-PO-89 (9-05)
Prog. Oper.



Employing Ex-Offenders

There are approximately 30,703 offenders incarcerated in the Missouri Department of Corrections (DOC) facilities, of which, 97% will be released back into our communities. In 2004, over 18,000 offenders were returned to communities throughout Missouri.

DOC and Division of Workforce Development (DWD) are serious about helping ex-offenders successfully reenter society. We know we cannot achieve our goal single handedly. Partnerships with employers are critical to make reentry a success.

Studies have shown a direct correlation between employment and recidivism. Getting ex-offenders into full-time employment quickly upon release is good for employers, ex-offenders, their families and the community.

Ex-Offenders Preparing to Become Work Ready

DOC has twenty-three apprenticeship training programs, certified by the U.S. Department of Labor. Approximately 2,500 offenders per year receive certification.

While incarcerated, offenders have daily work assignments that teach punctuality and work ethics, preparing them for employment once they reenter a Missouri community. Offenders also receive employment skills training, which includes instruction on compiling a resume, mock interviews and job retention. Additionally, while incarcerated, offenders who do not have a GED or high school diploma attended GED class daily. As a result, DOC produces the highest number of individuals receiving their GED in the state of Missouri.

Benefits of Hiring Ex-offenders

Approximately 25 percent of Americans have criminal records. Helping individuals with criminal histories improves public safety, since people with jobs commit fewer crimes than those without jobs.

Communities benefit when qualified people have the right to earn a living. Instead of paying some \$14,005 a year to house an inmate in prison, it is more cost-effective to help individuals earn a living and contribute to the tax base.

Hiring individuals with criminal records can provide your business with incentives that you should be aware of.

Incentives:

- ✓ Work Opportunity Tax Credit - available to private employers that hire targeted groups of workers, including ex-offenders.
- ✓ Federal Bonding Program - provides bonding insurance to employers willing to hire certain high-risk applicants who may otherwise be denied coverage from commercial bond carriers. The bonds protect employers against theft, forgery, larceny and embezzlement.

Division of Workforce Development:

- ✓ Helps businesses hire with confidence by providing job matching, career counseling, and outreach.
- ✓ Provides job readiness and orientation, job assessment and development, pre-employment education and/or training, and post-placement services.
- ✓ Can offer continuing support to both the ex-offender and the employer.

Probation and Parole:

- ✓ Ex-offenders are under Probation and Parole supervision, where they are monitored regularly.
- ✓ Probation and Parole serves as an external support system for ex-offenders and is another resource for employers.
- ✓ Ex-offenders on probation or parole receive mandatory drug testing.

Assessing a Conviction:

In most cases, it is legal for you to hire an ex-offender. While there are some jobs that individuals with certain types of criminal histories cannot hold due to the nature of the job, most occupations are open to qualified ex-offenders.

Factors to consider when making an individual determination about a job applicant:

- ✓ Relevance of the criminal offense to the job being sought
- ✓ Time elapsed since the offense
- ✓ Magnitude of the offense
- ✓ Was the offense work related?
- ✓ Ex-offender's attitude regarding the offense

Conclusion

If you are an employer or know someone willing to hire an ex-offender, please contact the Division of Workforce Development.



Division of Workforce Development
Steve Gibson
PO Box 1087
Jefferson City, MO 65102
(573) 751-3999

For information regarding the
Missouri Reentry Process, please contact:



Missouri Department of Corrections
Reentry Unit
PO Box 236
Jefferson City, MO 65102
(573) 526-1664

Questions to Ask
